

HR 4106

Working Families Flexibility Act

Congress: 112 (2011–2013, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Feb 29, 2012

Current Status: Referred to the Subcommittee on Courts, Commercial and Administrative Law.

Latest Action: Referred to the Subcommittee on Courts, Commercial and Administrative Law. (Mar 6, 2012)

Official Text: <https://www.congress.gov/bill/112th-congress/house-bill/4106>

Sponsor

Name: Rep. Maloney, Carolyn B. [D-NY-14]

Party: Democratic • **State:** NY • **Chamber:** House

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Lewis, John [D-GA-5]	D · GA		Feb 29, 2012
Rep. Miller, George [D-CA-7]	D · CA		Feb 29, 2012
Rep. Serrano, Jose E. [D-NY-16]	D · NY		Feb 29, 2012
Rep. Woolsey, Lynn C. [D-CA-6]	D · CA		Mar 8, 2012

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Feb 29, 2012
Education and Workforce Committee	House	Referred To	Feb 29, 2012
Judiciary Committee	House	Referred to	Mar 6, 2012
Oversight and Government Reform Committee	House	Referred To	Feb 29, 2012

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
112 S 2142	Related bill	Feb 29, 2012: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Working Families Flexibility Act - Authorizes an employee to request from an employer a temporary or permanent change in the terms or conditions of the employee's employment if the request relates to: (1) the number of hours the employee is required to work, (2) the times when the employee is required to work or be on call for work, (3) where the employee is required to work, or (4) the amount of notification the employee receives of work schedule assignments. Sets forth certain employer duties with respect to such requests.

Makes it unlawful for an employer to interfere with any rights provided to an employee under this Act. Authorizes an employee to file a complaint with the Secretary of Labor for any violations of such rights. Provides for the investigation and assessment of civil penalties or the award of relief for alleged violations, including the review in federal courts of appeal of orders of the Secretary.

Requires the Secretary and certain federal agency administrative officers to provide information and technical assistance to employers, labor organizations, and the general public regarding compliance with this Act.

Requires the Administrator of the Wage and Hour Division of the Department of Labor to issue guidance on compliance with the Fair Labor Standards Act that provides a flexible work environment through changes in employee terms and conditions of employment provided in this Act.

Applies the requirements of this Act to certain classes of employees, including employees of the Government Accountability Office (GAO) and the Library of Congress.

Actions Timeline

- **Mar 6, 2012:** Referred to the Subcommittee on Courts, Commercial and Administrative Law.
- **Feb 29, 2012:** Introduced in House
- **Feb 29, 2012:** Sponsor introductory remarks on measure. (CR E282-283)
- **Feb 29, 2012:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on Oversight and Government Reform, House Administration, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.